

**Military Occupational Specialty (MOS) Administrative Retention Review (MAR2) Process:** The process for requesting an administrative review for Soldiers issued a Permanent 3 or 4 Profile to determine ability to physically perform in their Primary MOS

**Point of Contact**

**Division:** Personnel Division (ARNG-HRP)

**Description**

The MAR2 is a Commander's tool to identify Soldiers in their unit who have permanent medical limitations (P3/P4 profiles) and to request an administrative review to determine if the Soldier meets standards of his/her Area of Concentration (AOC) or Primary Military Occupational Specialty (PMOS). This is accomplished by an administrative review of the Soldier's permanent profile (DA Form 3349) against the AOC/PMOS standards outlined in DA PAM 611-211/AOC proponent, and recommendations from the Soldier and his/her chain of command on the Soldier's ability to perform in their AOC/PMOS in a deployed/field environment.

The State G1 is the final approving authority for MAR2 and will determine one of three outcomes for the Soldier: Retain in PMOS/AOC, reclassify, or referral to the Physical Disability Evaluation System (PDES).

**Regulations and Supporting Resources**

[AR 40-501, Medical Fitness Standards for Retention and Separation](#)

[AR 600-8-19, Enlisted Promotions and Reductions](#)

[AR 600-8-24, Officer Transfers and Discharges](#)

[AR 600-60, Physical Performance Evaluation System](#) (Note: Rewrite in process to reflect MAR2)

[ARNG-HRP Memorandum, Army National Guard \(ARNG\) Military Occupational Specialty \(MOS\) Administrative Retention Review \(MAR2\) Extended Pilot Program Implementation Guidance](#)

[DA PAM 611-21, Military Occupational Classification and Structure](#)

[DAPE-MPE-MP Memorandum, Inclusion to Additional Installations, States, and Commands in the Military Occupational Specialty \(MOS\) Administrative Retention Review \(MAR2\) Pilot](#)

[DAPE-MP Memorandum, Military Occupational Specialty \(MOS\) Administrative Retention Review \(MAR2\) Implementation](#)

[NGR 600-100, Commissioned Officers-Federal Recognition and Related Personnel Actions](#)

[NGR 600-101, Warrant Officers-Federal Recognition and Related Personnel Actions](#)

[NGR 600-200, Enlisted Personnel Management](#)

[NGB-ARH Policy Memo #10-029, Operationalizing the RC personnel Policy Initiative #1](#)

## **Documents and Forms**

[DA Form 3349, Physical Profile](#)

[MAR2 Case Checklist](#)

- [DA Form 4856, Developmental Counseling Form](#)
- [Soldier Statement Memorandum](#)
- [Commander Recommendation Memorandum](#)

- BN Commander Recommendation (if non-concur with Commander's Recommendation)
- [Health Systems Specialist Recommendation Memorandum](#)
- Medical Officer Statement ([SF 600, Chronological Record of Medical Care](#)) or State Surgeon Opinion
- [MILPO G1 Determination Memorandum](#)

### **Related Processes**

#### [Eligibility for MAR2, PDES or NLOD Process](#)

The process for determining Soldier eligibility for MAR2, PDES or NLOD processing (Military Occupational Specialty (MOS) Administration Retention Review, Physical Disability Evaluation System, or Non-Line of Duty)

### **Systems**

#### [e-Profile](#)

e-Profile is a software application within the Medical Operational Data System (MODS) suite that allows global tracking of all Army Components who have been determined by the medical system to have a temporary or permanent medical condition which renders them medically non-deployable.

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